

Committee Recommendations Fall 2012

Title	Meeting Date	Recommendation	NSF Contact	Status
NSF Workforce Challenges 1	Fall 2012	NSF should make it a priority to develop an approach for recognizing and rewarding performance at the individual, group and organizational levels. (A balanced scorecard approach). The ultimate reward system should be incorporated into the agency's performance management system.	Jeff Rich; Judith Sunley	In Progress
NSF Workforce Challenges 2	Fall 2012	Absent an increase in staff, NSF must take a multi-faceted, integrated and sustained approach to managing the workload and performance. This will require full management and employee commitment. Specific recommendations include: a. Optimizing the staff's efforts by clarifying priorities, synchronizing schedules and minimizing duplication and redundancy; b. Increasing efficiency by maximizing individual productivity, group or team efficiency, and continued improvement of system-wide processes, structures and technologies; c. Moderating or neutralizing negative consequences; and d. NSF should provide incentives for innovation, efficiency and economy; maintain a positive physical and social work environment; emphasize the psychic, intellectual and social benefits of work; and, provide opportunities for work/life balance, avoiding the use of financial incentives to compensate for work stress.	Jeff Rich; Judith Sunley	In Progress